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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Welfare and recreation needs of all categories of personnel and detailed implications

Report of the Secretary-General

Summary

The present report is submitted pursuant to the request of the Special Committee on peacekeeping operations at its 2008 substantive session, which was endorsed by the General Assembly in its resolution 62/273.

The report reviews the relevant aspects of welfare and recreation, including the practices of mission welfare and recreation programmes, and describes the current status of the measures that are under consideration or under way.

In the course of the current review, the Department of Field Support conducted two cross-cutting surveys to assess the state of welfare and recreation in the field. The information in the surveys obtained resulted in the identification of a variety of issues regarding the need to improve the quality of the environment in which United Nations personnel work and live. The report proposes measures to address those issues. In particular, it presents indicative resource projections for the establishment of minimum welfare and recreation "kits".

The Secretary-General recommend's that the General Assembly approve the proposal for minimum standards of welfare and recreation facilities for international non-contingent personnel in all peacekeeping operations and special political missions, with the related specific resource requirements to be considered in the context of the individual missions' future proposed budgets.

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Abbreviations

BINUB	United Nations Integrated Office in Burundi
MINURCAT	United Nations Mission in the Central African Republic and Chad
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUC	United Nations Organization Mission in the Democratic Republic of the Congo
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNDOF	United Nations Disengagement Observer Force
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNIFIL	United Nations Interim Force in Lebanon
UNMEE	United Nations Mission in Ethiopia and Eritrea
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMIL	United Nations Mission in Liberia
UNMIN	United Nations Mission in Nepal
UNMIS	United Nations Mission in the Sudan
UNMIT	United Nations Integrated Mission in Timor-Leste
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNOCI	United Nations Operation in Côte d'Ivoire
UNOMIG	United Nations Observer Mission in Georgia
UNTSO	United Nations Truce Supervision Organization
WFP	World Food Programme

I. Introduction

1. In 2004, recognizing that allegations of widespread sexual exploitation and abuse involving United Nations peacekeeping personnel underscored a lack of adequate measures to prevent sexual exploitation and abuse and eliminate other forms of misconduct, the Secretary-General requested a review to determine the seriousness and breadth of the problem of misconduct by United Nations personnel. Subsequently, His Royal Highness Prince Zeid Ra'ad Zeid Al-Hussein, then Permanent Representative of Jordan to the United Nations and Adviser to the Secretary-General on Sexual Exploitation and Abuse by United Nations Peacekeeping Personnel, drafted a report containing a comprehensive strategy to eliminate future sexual exploitation and abuse in United Nations peacekeeping operations (the "Zeid report") (A/59/710).

2. The Zeid report made overarching recommendations for a multitiered approach to addressing all forms of serious misconduct, including sexual exploitation and abuse. The report cited a lack of satisfactory living conditions as one of the problems leading to misconduct, noting that service in a high-stress area with little opportunity for recreational breaks could contribute to aberrant behaviour.

3. The Special Committee on Peacekeeping Operations at its 2005 resumed session, taking into account the Zeid report, recognized that recreation and welfare facilities in peacekeeping operations had sometimes been inadequate and noted that peacekeeping operations were often situated in high-stress environments lacking opportunities for personnel to take recreational breaks.[1]

4. The Special Committee further expressed outrage at the acts of gross misconduct and the effect that such acts had on the United Nations as well on the good name of its peacekeeping personnel. It affirmed the recommendation of the Zeid report to develop a comprehensive strategy.[2] As part of such a strategy, the Special Committee requested that steps be taken to improve living conditions and welfare and recreation facilities for all peacekeeping personnel and to conduct a comprehensive review of the welfare and recreation needs of all categories of personnel. Additionally, the Special Committee recognized the primary responsibility that troop-contributing countries have in providing their contingent members with welfare and recreation facilities.[3] The General Assembly endorsed the recommendations and conclusions of the Special Committee in its resolution 59/300.

5. It is acknowledged that welfare and recreation are significant factors in the well-being of all personnel, particularly contingent personnel who experience prolonged separation from their families. It is also noted that the value of welfare and recreation is not limited to its impact in preventing misconduct. Welfare and recreation are significant factors in the increase of morale and ultimately the work efficiency of field personnel.

6. Pursuant to the Special Committee's request for a comprehensive review, in July 2007 the Department of Field Support recruited an expert to conduct a review

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[1] *Official Records of the General Assembly, Fifty-ninth Session, Supplement No. 19* (A/59/19/Rev.1), part two, para. 19.

[2] Ibid., part one, para. 49.

[3] Ibid., part two, paras. 20-22.

of existing welfare and recreation policies and to recommend measures to address the welfare and recreation needs of various categories of peacekeeping personnel. On the basis of the expert's review and recommendations, the Secretary-General issued a report entitled "Comprehensive review of the welfare and recreation needs of all categories of peacekeeping personnel" (A/62/663). The report reviewed the conditions of service of peacekeeping personnel and the current welfare and recreation practices, described the status of the reforms under consideration and recommended means of improving the welfare of various categories of personnel.

7. In its annual report for 2008, which was endorsed by the General Assembly in its resolution 62/273, the Special Committee took note of the comprehensive report on welfare and recreation. It recognized the importance of welfare and recreation for the personnel serving in peacekeeping operations, including non-contingent personnel, and acknowledged that welfare and recreation contribute to strengthening morale and discipline. The Special Committee stated that the provision of facilities related to welfare and recreation should be adequately prioritized during the establishment of peacekeeping operations. It recognized the work done on welfare and recreation in the 2008 Working Group on Contingent-Owned Equipment and reaffirmed the important role of troop- and police-contributing countries in providing for the welfare and recreation of contingent personnel.[4]

8. Furthermore, the Special Committee requested a further comprehensive report on welfare and recreation, detailing the implications of the proposals made, for consideration by the appropriate Main Committee of the General Assembly at its sixty-third session.[5] The present report addresses the request of the Special Committee.

9. The Department of Field Support supplemented the information obtained in the initial review by sending detailed questionnaires to missions in August and October 2008 concerning their current welfare and recreation programmes and activities. Twenty-two missions provided the information requested including an overview of current activities, whether funds had been budgeted for welfare and recreation activities, whether facilities had been built, whether missions had welfare officers, and the number of non-contingent international personnel deployed in various duty stations within the missions.

10. Information was also obtained through a separate comprehensive quality-of-support survey in the second half of 2008, which the Department of Field Support had prepared in the development of its field support strategy. In that survey, 33 per cent of senior managers stated that they were dissatisfied or very dissatisfied with recreational and welfare systems in place within their mission.

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[4] *Official Records of the General Assembly, Sixty-second Session, Supplement No. 19* (A/62/19), paras. 65 and 66.

[5] Ibid., para. 65.

11. The present report proposes minimum standards that apply to all peacekeeping operations (UNMIK, UNFICYP, UNOMIG, UNIFIL, UNDOF, MINUSTAH, UNMIT, MINURSO, MINURCAT, UNOCI, UNMIL, UNMIS, MONUC, and UNAMID);[6] regular-budget peacekeeping missions (UNTSO and UNMOGIP); and special political missions which are staffed by more than five international non-contingent personnel or are not co-located with another mission, peacekeeping operation or established office.

II. Rationale

12. Following the recommendations of the General Assembly in 2005 (see paras. 3 and 4 above), the Department of Field Support and the Department of Peacekeeping Operations developed a comprehensive strategy to put into practice the Organization's commitment to a zero-tolerance policy against misconduct, including sexual exploitation and abuse, and consisting of a three-pronged approach comprising the development of measures aimed at the prevention of misconduct, the enforcement of United Nations standards of conduct and remedial action.[7]

13. Consistent with the Special Committee's recognition of the importance of welfare and recreation for personnel serving in peacekeeping operations and their contribution to general morale and discipline, it is the view of the Secretariat that a positive mission environment is critical to the successful implementation of a mission's mandate, the promotion of appropriate conduct and the prevention of unacceptable behaviour by peacekeeping personnel. The first comprehensive report on welfare (A/62/663) proposed welfare and recreation measures intended to alleviate the conditions of hardship[8] and prevent unacceptable behaviour by peacekeeping personnel.

14. That report noted that peacekeeping personnel have limited outlets for leisurely activities, and that even those who are able to take advantage of welfare and recreation opportunities in their missions are isolated from family and friends. It recognized that living and working conditions and the available welfare and recreation provisions vary considerably. Therefore, the report proposed basic standards for welfare and recreation provisions in all missions. The proposed measures would allow all mission personnel to have access to a minimum level of services no matter where they are deployed. This baseline of welfare and recreation provisions is considered essential to ensuring a healthy working, living and recreational environment for all categories of United Nations personnel serving in peacekeeping operations and special political missions, thereby directly supporting the Organization's zero-tolerance policy on sexual exploitation and abuse.

15. A basic standard of welfare and recreation in all missions aims, inter alia, at (a) facilitating adjustment to life in the mission; (b) bringing about a significant improvement in the productivity of personnel through a better work-life balance; (c) improving the morale and team spirit of mission personnel; (d) improving

[6] At the time of writing, UNMEE was in the liquidation phase and UNMIN was downsizing; therefore, neither was included in the report.

[7] A more detailed account of the strategy is provided by the reports of the Secretary-General on conduct and discipline (A/62/758) and on sexual exploitation and sexual abuse (A/60/862).

[8] It should be noted that the monthly subsistence allowance does not cover hardship, but rather the conditions of life and work in the field mission.

productivity and the overall operational capability of the mission; (e) promoting good conduct and discipline by alleviating conditions that may contribute to misconduct, including sexual exploitation and abuse, as well as other breaches of discipline; (f) helping to manage stress and alleviate boredom, loneliness and feelings of isolation and vulnerability; (g) helping to alleviate the conditions that contribute to certain physical and psychological illnesses; and (h) contributing to making mission assignment more manageable and preventing high staff turnover.

16. Minimum standards would ensure that peacekeeping operations and special political missions are provided with resources to offer a basic number of facilities to their international non-contingent personnel, enabling them to enjoy a wide range of welfare and recreation activities. The facilities and activities would include outdoor and indoor sports, social and cultural activities, a gymnasium and a lounge/library. For uniformed contingent personnel, a number of new measures have been discussed in the 2008 session of the Working Group on Contingent-Owned Equipment.[9]

17. At its sixty-third session, the General Assembly considered the Secretary-General's human resources reform proposals which, inter alia, would contribute to the well-being of international staff serving in peacekeeping operations and special political missions and address some of the hardship conditions experienced in difficult duty stations. The Secretary-General's report setting forth detailed proposals for streamlining United Nations contractual arrangements (A/63/298), as well as earlier reports on the harmonization of conditions of service (A/61/861) and investing in people (A/61/255), proposed the streamlining of contracts and the designation of missions as family or non-family in line with the practice of the United Nations agencies, funds and programmes, including the introduction of the special operations approach in non-family duty stations. In its resolution 63/250, the General Assembly approved the streamlining of contractual arrangements to comprise three types of appointments (temporary, fixed-term and continuing) under one series of staff rules, with effect from 1 July 2009. The Assembly decided to designate the existing established missions as family missions and all existing special missions as non-family missions, also effective 1 July 2009. The Assembly also decided that staff appointed or assigned to non-family missions should be installed in accordance with common-system conditions of service, without the special-operations approach. The Assembly approved the replacement of the occasional recuperation break with a rest and recuperation scheme to include travel time appropriate to the location, without payment of travel expenses, effective 1 January 2009. The streamlining of contractual arrangements will eliminate the use of the 300 series appointment of limited duration and provide greater career opportunities for field staff. The designation of special missions as non-family missions with common-system entitlements (such as post adjustment, mobility and hardship allowance, rental subsidy, assignment grants and shipment of personal effects for international staff members) will provide staff with compensation for hardship conditions.

[9] Welfare standards for contingent personnel are referred to in paragraphs 55 to 58 below.

III. Current activities in the field

18. Mission welfare and recreation programmes vary considerably as to the number and type of facilities, activities and amenities, the amount and manner in which resources have been obtained and utilized, and the personnel capacity dedicated to working on such matters. Welfare and recreation programmes in peacekeeping operations and special political missions have been funded on a piecemeal and ad hoc basis. As a result, current welfare and recreation programmes are inconsistent among missions. While some missions lack welfare programmes, others offer their personnel the opportunity to avail themselves of a wide range of activities and facilities.

19. Welfare and recreation activities not only vary among missions, but within each, depending on the categories of personnel and where they are deployed. Those in locations far away from the mission headquarters generally have fewer welfare and recreation opportunities, even though survey results demonstrate that they need such programmes most.

Types of activities and amenities in missions

20. Missions provide a wide variation of welfare and recreation activities, such as celebratory functions, including happy hours, screenings of sports events, holiday or theme parties, barbecues, karaoke, singing competitions, lectures and featured movie nights.

21. Missions such as UNMIK, UNMIS and UNAMID offer cultural awareness events in which personnel can attend a gala showcasing dress, dance and food particular to different nationalities. The events support the United Nations core value of cultural diversity. UNOCI, UNMIL, UNMIS and UNMIK have supported projects such as a "giving back to the community" day in which United Nations personnel assist community members in refurbishing a building or creating an athletic field. Some missions offer a variety of classes, such as French classes in UNMIK or English and Arabic classes in UNAMID and UNMIS.

22. Most missions, such as UNOMIG, BINUB, MINURSO and MINUSTAH, initiate sports tournaments where personnel compete in a series of games or in an "open sports day" event. In UNAMID, local soccer clubs are invited to play with staff members to strengthen the relationship between the community and United Nations personnel. Some missions conduct tournaments including volleyball, basketball, football, tug-of-war and tennis. UNAMA and UNMIK have supported staff participation in the United Nations Inter-Agency Games. Other missions such as UNMIS and UNMIL support outdoor sports clubs for hiking, jogging, bicycling and tennis.

23. In addition to outdoor sports activities, some missions have gymnasium facilities with basic equipment such as weights. Others have clubhouses that host social functions. Most missions rely on existing containers or structures that are no longer in use to establish welfare and recreation facilities. For instance, UNDOF staff members use a gymnasium built and left by the Canadian contingent. UNMIK built a space for social events by utilizing the expertise and volunteer work of staff. UNTSO was able to furnish its gymnasium using funds raised from membership fees charged for participation in the gym, profits generated from its post-exchange operation and funds raised directly from staff member donations. UNAMID relies

on containers and has received provisions in its 2008/09 budget to build multi-purpose gymnasiums in four locations. Some missions that already have gymnasium and social facilities have indicated that in the future they hope to improve their structures, which are in need of refurbishment. UNMIL was able to build two fully-equipped gyms in Monrovia and established smaller gymnasium facilities in each of the seven sectors.[10] Clubhouses may include a cafeteria, bar, Internet café, lounge, library and television. Indoor activities may include table tennis, billiards, darts, chess and watching sports events. Several missions such as MINURCAT have book clubs. UNMIL opened a lounge for socializing at mission headquarters and may establish a second one.

24. Missions attempt to provide cultural or recreational trips. For a nominal fee, UNMIK offers day trips for picnics within Kosovo and MINUSTAH personnel have the opportunity to visit a national museum and botanical garden. UNAMA and UNIFIL personnel can take surface transport to purchase local crafts. UNAMA provides free trips on its Transport Section's shuttle service that are combined with trips of an official nature. UNIFIL civilian staff members can take advantage of the transport service when space is available, or borrow vehicles for liberty use and be charged accordingly. UNTSO and UNMIS provide cultural trips to visit historic sites. UNMIS staff members are charged the cost of fuel and overtime for the driver for bus trips to locations such as the pyramids or Port Sudan.

25. Other missions have programmes addressing serious matters. For example, in UNMIK, a grass-roots-led effort initiated a support group for staff members suffering from addiction or alcoholism. In several missions, including UNAMID, all contingents have access to religious leaders and staff have access to a local prayer house. MINURSO has launched a "Greening MINURSO" campaign promoting outreach activities and events that educate staff about environmental issues.

26. Many missions offer amenities and services that improve living conditions as part of their welfare programmes. UNMIL personnel can buy low-rate international telephone cards; the cards are not subsidized but represent a discount offered by the service provider in view of the large volume of calls from the mission.

27. In remote locations, basic services such as food and water are limited and restaurants are often off-limits owing to security problems or prostitution. Some missions such as UNMIL and MONUC are using water treatment plants to provide drinking water throughout the mission. The UNMIL welfare and recreation committee operates canteens in seven sectors and arranges food deliveries for the canteens through the rations contractor. Customers in remote locations have access to an online post-exchange ordering and delivery system and a newspaper-on-demand service providing downloads of 600 newspapers from 177 countries.

28. Missions have recognized the importance of complimentary or low-cost surface transport or flights to enable staff members to take advantage of occasional recuperation breaks or shop for food items or products that are not otherwise

[10] The facilities were mostly developed within existing structures on UNMIL property. In some cases, prefabricated containers are used for the smaller gymnasiums. In 2008/09, funds were budgeted for gymnasium equipment. A contractor provides comprehensive operation and management services for all nine gymnasiums. Ten per cent of the membership fees collected from the gymnasiums is allocated to the welfare and recreation committee to fund activities. UNMIL partially defrays the costs of the gymnasiums through a percentage of the revenue of its post-exchange operation.

available. For instance, UNAMA provides free flights to Dubai three times each week through the humanitarian air service operated by WFP. The costs are absorbed by the mission's air operations budget. UNMIS has offered flights to Zanzibar and Sharm el-Sheik, with mission personnel paying for the fuel, landing fees and aircrew costs. Recognizing the costs associated with taking leave, UNMIK and UNMIS have negotiated discounted prices for accommodations inside and outside the mission area. On a space-available basis, international personnel can take advantage of the logistics flights between Monrovia and Accra to spend a weekend in Accra. Surface transport and flights are also available within the mission area on a space-available basis for all UNMIL personnel.

29. Some missions provide temporary low-cost living quarters for personnel visiting from other locations within the mission area. For example, UNMIL provides transit guest houses in places where alternative accommodations do not exist. The transit houses are also used for welfare and recreation activities and are managed by the sector welfare and recreation committees. All personnel must pay for the use of the guest houses and the funds generated are deposited into the UNMIL recreational committee account and used to defray maintenance and cleaning costs.

Access to welfare and recreation activities

30. Access to welfare and recreation activities is impeded by security conditions in may missions. In UNAMID, parties are limited by a 7:30 p.m. curfew. In UNAMA, transportation is difficult because personnel are required to use armoured vehicles when travelling between United Nations compounds. In addition, trips and events have been cancelled because of security concerns in some missions, such as UNAMA.

31. Transportation within the mission area is essential for staff members to take advantage of welfare and recreation activities. Therefore, some missions such as UNOMIG, UNMIS, UNMIK and UNMIL provide free transportation to welfare and recreation events. Others such as UNTSO, UNOCI and UNAMID are unable to offer transportation to events due to a limited supply of vehicles, curtailing the number of personnel who can take advantage of activities.

Funding and human resource challenges

32. The majority of missions are hampered by limited funding and human resources for welfare and recreation programmes. Many missions generate their own funding to supplement budgetary provisions. Some, such as MINURSO, support welfare activities solely from revenues from post-exchange or commissary sales. The income generated by a post-exchange operated in Rawalpindi, Pakistan, by UNMOGIP defrayed the salaries not only of the staff working at the post-exchange, but of an employee at a ...ission-run canteen in India. Some missions, such as UNMIS, complement their post-exchange earnings by charging membership fees for the use of gymnasiums or organizing fund-raising activities such as raffles. MONUC and UNMIK raise money through ticket sales for special celebrations or events. UNMIL supports its welfare and recreation programme through provisions in its budget approved by the General Assembly, the use of existing facilities, revenue from two post-exchanges and gymnasium membership charges.

33. To offset costs further, some missions encourage staff to assist in building facilities or teach specialized classes in their areas of expertise. At the United

Nations Logistics Base in Brindisi, Italy, engineering staff volunteered to build a lounge facility when they were off duty. UNMIT organized an "Island of Excellence" social club in which staff members can share their knowledge and skills in disciplines such as music and cooking. UNMIK personnel teach skills in yoga, salsa and ballroom dancing and martial arts. Some UNAMID and UNMIS personnel volunteer to give spiritual guidance to others in the mission, and UNMIK and UNMIS are developing a crisis helpline available 24 hours a day that will be staffed by volunteer personnel.

34. Missions vary in the personnel resources dedicated to implementing welfare and recreation activities. In the 2008/09 budget year, only a few missions had dedicated welfare officer posts (UNAMA, MINURCAT, MONUC and UNAMID). For the same period, staff counsellor posts were authorized by the General Assembly in 10 peacekeeping operations and three special political missions.

35. In some of the missions lacking welfare posts, the responsibility for welfare has been delegated to staff counsellors or the administrative staff by the head of mission support. Some missions, such as MINURSO, have neither welfare officers nor staff counsellors.

36. Although staff counsellors have academic qualifications in psychology or other related disciplines and are highly trained to assist individuals therapeutically, and although administrative staff have technical skills, neither necessarily has the experience or skills required to carry out the broader functions associated with welfare and recreation. In addition, despite their best efforts, staff members who are not solely dedicated to welfare may not be best placed to address welfare issues. The staff members are generally volunteering their time in addition to their required professional obligations and, as a result of competing demands and limited resources, may lack the ability to attend to their welfare functions in an optimal manner.

37. Many missions have formed staff welfare committees to develop programmes and organize activities. The committees are composed of personnel of all levels and categories. Pursuant to guidance issued by the Department of Peacekeeping Operations on the matter, welfare committees are tasked with helping heads of mission to establish a comprehensive mission strategy and ensure that all mission components benefit from welfare and recreation activities, facilities and amenities. The committees also prepare periodic reports for the heads of mission on the implementation and operation of existing welfare and recreation facilities.

IV. Overview of measures recommended and status of action taken

38. In responding to the Special Committee's request to review the rules of rest and recreation for both civilian and uniformed peacekeepers, the first comprehensive report on welfare (A/62/663) considered the relevant aspects of the conditions of service of various categories of peacekeeping personnel and examined welfare issues within the larger context of human resource management reforms. The categories of staff included international and national personnel, United Nations Volunteers, United Nations police officers and United Nations military observers.

The category of uniformed personnel comprised those serving in military contingents and formed police units.[11]

39. The report described the measures that were under consideration or under way, e.g. classification of duty stations as family or non-family, payment of mission subsistence allowance to military staff officers, and review of the rates of reimbursement to troop- and police-contributing countries for, inter alia, the welfare category of self-sustainment. The following sections summarize the actions taken in response to the recommendations contained in the report.

A. Measures applicable to all categories of personnel

Commissaries and utilities

40. The first comprehensive report on welfare highlighted the significant function of post-exchange operations, otherwise known as commissaries, to provide goods to international personnel while generating revenue to support additional welfare and recreation activities. It also stressed the importance of providing basic necessities, such as potable water and electricity, and noted that their non-availability increased the hardship of mission personnel.

41. The report recommended that a commissary be established in every new mission at the earliest possible date. A bidding exercise should be initiated prior to deployment and appropriate space designated in initial engineering plans. To that end, the Department of Field Support and the Department of Peacekeeping Operations should revise the existing guidance on the subject. The departments are currently reviewing the planning guidelines for new missions to ensure that commissaries are prioritized.

42. As to the issue of basic utilities, the first comprehensive report stated that peacekeeping operations and special political missions should, as feasible and appropriate, offer fuel and generators to staff on a cost-sharing basis or for a monthly flat rate. The Department of Field Support and the Department of Peacekeeping Operations were urged to establish guidance for missions in that regard. The departments are currently developing the appropriate guidelines.

Travel for leave and recreational purposes

43. In peacekeeping operations, heads of mission may authorize their personnel to travel by surface transport vehicle for recreational purposes. Some personnel have been unable to take their recuperation break because they would have to leave the mission area do to so and could not afford a commercial air ticket or obtain access

[11] For the purposes of the present report, international personnel include contingent personnel, such as those in military contingents and formed police units, and non-contingent personnel, such as civilian staff members, United Nations Volunteers and experts on mission. Experts on mission consist of individual police, military observers, military liaison officers, arms monitors, military advisers and military staff officers. It is noted that military staff officers are normally categorized as contingent members. However, they are categorized as international non-contingent personnel for the purposes of this report because they receive mission subsistence allowance, they are not attached to a nearby contingent where they could take advantage of welfare and recreation facilities, and their Member State is not reimbursed for the associated self-sustainment welfare costs.

to a United Nations welfare flight. With regard to the use of the limited seating on United Nations aircraft, the existing policy gives priority to those travelling on official business over those going on leave. Subject to the approval of the chief or director of mission support, United Nations aircraft may also be used for welfare flights if not engaged in mission operations, provided that the costs are covered by the passengers. The foregoing regulations are set out in chapter 3 of the Department of Peacekeeping Operations Aviation Manual (May 2005). The first comprehensive report on welfare stated that the Department of Field Support would review, in consultation with other departments, the maximum number of United Nations staff members permitted on passenger flights contracted by the United Nations, then set at 30. This limit has since been revised to 50, increasing the number of personnel able to take advantage of welfare flights.

B. Measures applicable to United Nations police officers and military observers

Compensatory time-off policy

44. As noted in the first comprehensive report on welfare (A/62/663, para. 21), United Nations police officers and military observers are considered experts on mission and normally deployed for a one-year assignment which can be extended by mutual agreement between the Department of Peacekeeping Operations and the contributing country. The two categories of personnel are provided 1.5 days of paid annual leave for every month of active duty. Additionally, they are granted compensatory time off with payment of mission subsistence allowance in or out of the mission area when they work a specified period of continual service. Compensatory time off is intended to provide rest and recuperation for these two categories of personnel after a particularly demanding period of continuing service.

45. The Office of Internal Oversight Services, having examined compensatory time off in various missions, noted inconsistent application of the policy and recommended review of the matter in its report entitled "Audit of entitlements for military personnel and death and disability benefits", issued on 24 August 2007. In its previous audit of military affairs, "Audit of reimbursement to troop-contributing countries", issued 25 August 2004, the Office had recommended that the Department of Peacekeeping Operations consider its view that compensatory time off was no longer functioning as intended and that all military and police members should have uniform leave entitlements.

46. The first comprehensive report on welfare stated that the Department of Field Support and the Department of Peacekeeping Operations should review the compensatory time off policy in consultation with the Office of Human Resources Management and develop guidance on the subject. The departments are currently reviewing the leave time and compensatory time off policy in line with the recommendations of the Office of Internal Oversight Services.

C. Measures applicable to military contingents and formed police units

Annual leave for military contingents and formed police units

47. Members of military contingents and formed police units are allowed annual leave of 2.5 days per month. As most rotate every 6 or 12 months, annual leave varies between 15 and 30 days for each rotation. Moreover, contingent personnel receive a recreational leave allowance of $10.50 per day for a maximum of seven days, even though such personnel are allowed 15 days of leave per six-month assignment.

48. The Department of Field Support and the Department of Peacekeeping Operations submitted an issue paper for the consideration of the Working Group on Contingent-Owned Equipment, analysing the problem and recommending that peacekeeping operations and special political missions give contingent personnel 15 days' worth of recreational leave allowance in a six-month assignment rather than the seven days currently provided.

49. In the report on its February 2008 session, the Working Group on Contingent-Owned Equipment recommended that contingent personnel be granted 15 days of recreational leave allowance. However, as the issue fell under the category of troop costs, the Working Group recommended that the Fifth Committee should review the number of days to be paid to such personnel (see A/C.5/62/26, para. 90). In its resolution 62/252, the General Assembly took note of the Working Group's report and requested the Secretary-General to submit an update on the arrangements for recreational leave allowance for consideration at the second part of its sixty-third session.

Communications

50. Adequate access to communication is critical to mitigating hardship. Most civilian personnel, United Nations police officers and United Nations military observers, particularly those at headquarters duty stations with satisfactory infrastructure, have access to Internet and telephone systems enabling them to contact family and friends. However, the situation is different for most military contingent personnel, potentially significantly aggravating the isolation and hardship they may already be experiencing.

51. The first report on welfare recommended that an Internet facility designated for personal use by all contingent personnel be established on each base. The Working Group on Contingent-Owned Equipment reviewed the issue of Internet access at its February 2008 session. As noted in the report of the Secretary-General on reformed procedures for determining reimbursement to Member States for contingent-owned equipment (A/62/774 and Corr.1, para. 11), the Working Group recommended the addition of a new subcategory of "Internet access", within the self-sustainment category of "Miscellaneous General Stores", to provide additional welfare support for troops and police deployed in peacekeeping operations. The Working Group also recommended an interim rate of reimbursement of $2.76 per person per month and established a guide to the standard required for providing Internet access, including an indicative list of equipment. It further recommended that the updated version of the standards for welfare be included in the Contingent-Owned Equipment Manual.

52. The General Assembly, in its resolution 62/252, approved the interim rate with effect from 1 July 2008. Peacekeeping operations were directed to assess the Internet capability deployed by the troop- and police-contributing countries, and Member States are being requested to deploy necessary equipment to provide Internet access.

Leave centres within or outside the mission area

53. In reviewing the recreational needs of contingent personnel, the first comprehensive report on welfare noted that contingent commanders sought to have their troops utilize their leave as a group, for example by travelling together to a location in or outside the mission area for leisure. In that regard, many contingents had established leave centres in locations outside the mission area but not in their home countries.

54. The report stated that peacekeeping operations should support contingent commanders' preferences to maintain leave centres in or outside the mission area. The centres could be in places offering natural beauty or recreational facilities. The peacekeeping operations could facilitate the establishment of such facilities by helping in the procurement of sites or structures so long as there were no financial implications for the Organization. The report stated that the Department of Peacekeeping Operations and the Department of Field Support should produce guidance for heads of mission and force commanders. The departments are currently developing such guidance, which is expected to be promulgated in the second half of 2009.

Minimum recreation facilities

55. The Organization reimburses the troop- and police-contributing countries for providing welfare and recreational facilities for their troops. Presently, financial compensation for such facilities for contingent personnel (troops and formed police units) are governed by terms set forth in the self-sustainment subcategory of welfare in the Model Memorandum of Understanding. Troop- and police-contributing countries receive reimbursements of $6.31 per contingent member per month (effective 1 July 2008). Thus, a troop-contributing country with a deployed battalion of 850 members would garner over $61,000 annually.

56. In reviewing the actual use of funds paid to troop- and police-contributing countries for the purpose of providing welfare and recreation opportunities to their contingents, it has been noted that countries are inconsistent in how they utilize the funds. In its global review of discipline in field missions led by the Department of Peacekeeping Operations, the Office of Internal Oversight Services noted that most contingents were deployed without any, or with very few, welfare and recreational facilities (A/60/713, para. 48). The Office recommended that missions regularly review whether contingents are benefiting from funds paid for welfare self-sustainment.

57. In issue paper No. 9 submitted to the Working Group on Contingent-Owned Equipment, the Secretariat recommended guidelines that detail a list of equipment and services that contributing countries should provide to their contingents in order to qualify for reimbursement of funds from the United Nations.

58. The Working Group recommended an amendment to the Contingent-Owned Equipment Manual to specify that equipment and amenities across the spectrum of welfare must be provided in appropriate quantities at all locations in the mission area (A/C.5/62/26, para. 93). The Secretariat also recommended a checklist to assist troop- and police-contributing countries in the deployment of equipment (see A/62/774 and Corr.1, annex IV), which was endorsed by the General Assembly in its resolution 62/252 and will be incorporated in all future Memorandum of Understanding negotiations. The missions have been directed to make an assessment of the levels of equipment deployed, on the basis of which the troop- and police-contributing countries may be required to deploy additional equipment.

D. Measures applicable to non-contingent international personnel

Minimum standards of welfare and recreation

59. The first comprehensive report on welfare recommended minimum welfare and recreation facilities for all categories of non-contingent personnel at all duty stations of peacekeeping operations and special political missions. The minimum welfare and recreation facilities, or "welfare kits", would consist of (a) an indoor gymnasium with appropriate equipment to exercise; (b) a multi-purpose recreation centre that would serve as a lounge, Internet café and bar and be provided with indoor games and a television set with a DVD player; and (c) a library and a prayer/meditation room (A/62/663, para. 57).

60. In its annual report for 2008, which the General Assembly endorsed in its resolution 62/273, the Special Committee requested a further comprehensive report on welfare and recreation, detailing the implications of the proposals made in the first comprehensive report, for consideration by the appropriate Main Committee of the General Assembly at its sixty-third session.[12] Section V of the present report addresses the request of the Special Committee and presents for consideration by the General Assembly a proposal to meet the minimum standards of welfare and recreation through provision of a welfare kit.

Personnel capacity to address welfare and recreation functions

61. As noted in paragraphs 34 to 36 above, few peacekeeping operations or special political missions have welfare officer posts and only some have staff counsellors. The first comprehensive report on welfare noted that some of its proposals, if approved, would give rise to an increasing need for core welfare officer posts in missions. The report noted that missions could propose and justify posts in their individual mission budgets, subject to the approval of the General Assembly.

[12] *Official Records of the General Assembly, Sixty-second Session, Supplement No. 19* (A/62/19), para. 65.

V. Indicative resource projections for establishing minimum welfare and recreation kits

The need for minimum standards

62. The first comprehensive report on welfare proposed a minimum standard of welfare and recreation for all international non-contingent personnel such that they receive a basic package of services irrespective of their duty station. Such a minimum level of services is meant to offer equal opportunities across the board and create a "level playing field" for all missions.

Application of the proposed minimum standards

63. The minimum standard of welfare and recreation facilities for international non-contingent personnel is proposed with the intent of providing both contingent and non-contingent personnel with equitable basic services in welfare and recreation.

64. The proposed minimum standards have been developed to apply across peacekeeping operations and relevant special political missions (see para. 11 above) in a consistent manner. In terms of cost estimates, the proposal is based on the strength of international non-contingent personnel. Such personnel consist of international civilian staff members, United Nations Volunteers and experts on mission.[13]

65. The calculation of the minimum standards does not take into account the number of national staff members because national staff are not subject to the same isolation from family and community as international personnel. Nevertheless, missions may decide to allow national staff to participate in activities or avail themselves of all or part of the facilities.

Resource requirements

66. Annexes I and II show the indicative cost of establishing a welfare and recreation kit consistent with the proposed minimum standards of a gymnasium (including fitness equipment and facility) and lounge/library (including equipment, miscellaneous items and facility). The estimates are only indicative of costs that may be incurred and are not intended to be determinative. They do not constitute, in the context of the present report, resource proposals with respect to individual

[13] See note 11 above, which defines experts on mission as individual police officers, military observers, military liaison officers, arms monitors, military advisers and, for the purposes of the present report, military staff officers. Additionally, it is noted that the proposal does not seek funding for military contingents or formed police units because, as noted, the provision for welfare and recreation activities for contingent personnel is governed by the Model Memorandum of Understanding. The terms set forth in the self-sustainment subcategory of welfare dictate the financial compensation for welfare provisions provided to the troops and the minimum facilities and amenities that troop- and police-contributing countries are required to provide their troops in order to qualify for reimbursement of funds by the United Nations. It should be noted that even though formed police units are otherwise categorized as "experts on mission", they are defined as contingent personnel for purposes of welfare and recreation because they are governed by the Model Memorandum of Understanding and police-contributing countries are reimbursed for welfare and recreation provisions in a similar fashion to troop-contributing countries.

peacekeeping operations and special political missions. As missions have varying priorities and needs reflecting their unique settings, and as some have access to community-based welfare activities located in the host country, their welfare and recreation resource proposals would be fully justified in the context of their individual budgets submitted for review and approval by the General Assembly.

67. The itemized list in annex I lays out the proposed quantity and types of equipment and furnishings to be provided for the gymnasium and lounge/library depending on the number of international non-contingent personnel in a particular location. The figures take into account the fact that not all international non-contingent personnel will take advantage of the facilities. Many factors dictate the number of users of such facilities, including the geographic size of a mission and accessibility to transportation to the facilities. Other factors include a location's personnel strength, proximity to a city or mission headquarters, security and other social opportunities provided in the mission area. It is recognized that a higher percentage of international non-contingent personnel will utilize facilities in locations where fewer staff are deployed because the areas are generally remote and lack other social outlets.

68. The proposal and resulting indicative cost estimates are organized in five tiers depending on the number of international non-contingent personnel deployed in each field office of a mission. A "mini" package is provided for 5 to 24 personnel. Additional items establish a "mini plus" package for 25 to 49 personnel. More items are added to provide a "basic" package and a slightly larger "basic plus" package for those locations in which 50 to 99 and 100 to 199 personnel are deployed. The largest tier would be a "full" package for 200 or more international non-contingent personnel. Notwithstanding the significant number of international non-contingent personnel deployed in some areas, it is envisioned that no mission location would qualify for more than one full welfare and recreation package, except under circumstances that would be reviewed on an individual basis as part of the budgetary process and submitted to the General Assembly for its approval.

69. In addition, the proposal does not preclude missions from developing more ambitious programmes that reach beyond the minimum standards by internally generating voluntary funds.

Application of the proposal to existing mission programmes

70. Missions in which welfare and recreation programmes already exist should be addressed differently from new missions or those "starting from scratch". As noted in section III above, adverse conditions in the field have already compelled the majority of missions to establish at least some welfare and recreation programmes. Resource provisions for welfare and recreation activities for international non-contingent personnel have been approved by the General Assembly in the context of 2008/09 budgets for some missions; for instance, UNMIS, UNDOF, MINURCAT and BINUB received resources for gymnasium equipment or items for a lounge. UNFICYP received resources for mission welfare and recreation activities and UNMIL received funds for projects related to staff recreation and socialization.

71. Most missions have developed programmes by relying on the volunteer services of their personnel and by generating their own funds in the form of contributions or fees paid by mission personnel of revenues from commissaries.

72. In line with the principle of a "level playing field" for all missions, missions that have already implemented measures to improve welfare using resources approved by the General Assembly would only submit new proposals to the extent that the minimum standards (should they be approved by the General Assembly) have not yet been met.

73. At the same time, funds raised from missions' own initiatives to establish programmes to alleviate adverse conditions should be viewed as supplementing rather than replacing the budgetary funds that they would propose to create a minimum standard of welfare and recreation programmes.

Indicative resource requirements

74. As noted in paragraph 68 above, the cost estimate tables (annexes I and II) are composed of five tiers depending on the number of international non-contingent personnel deployed in each location of a particular mission. The varying numbers of such personnel determine the size of the proposed gymnasium and lounge/library facilities and the number of items they contain. The minimum standards would ensure that peacekeeping operations and special political missions would be provided with resources to build a gymnasium and a lounge/library facility and purchase furnishings, entertainment items and equipment to support a variety of welfare and recreation activities, such as outdoor and indoor sports and social and cultural activities.

75. In addition, the estimates in annexes I and II provide for freight costs and the maintenance of equipment as well as ancillary costs such as those associated with the labour to construct facilities.

76. The lounge/library would vary in size, furnishings and entertainment items according to the number of personnel in a particular location. For instance, as noted in annexes I and II, a "mini" lounge/library kit would represent the smallest package (5 to 24 international non-contingent personnel) and cost an estimated $7,700 for items and $31,100 for a facility. It would include a few pieces of furniture, television, dartboard, board games, bookcases and barbecue among other items. At the largest end of the scale, the full lounge/library kit, catering to 200 or more persons, would cost approximately $58,200 for items and $116,800 for the facility. In comparison to the mini-kit, that package would include additional items such as a pool table, table tennis set, digital projector, DVD player, wet bar and refrigerator. Books, videos and games would be donated by international non-contingent personnel.

77. The gymnasium would likewise range in size and amount of equipment according to the number of international non-contingent personnel in a particular location. As noted in annexes I and II, a mini-package costing an estimated $2,600 for items and $40,500 for a facility would include volleyball, badminton and soccer ball sets, jump ropes, rugby balls and footballs, exercise mats, a water cooler and a refrigerator, among other items. At the other end of the scale, a full-size gymnasium kit costing approximately $83,500 for equipment and $157,300 for the facility would include additional items, such as a complete set of gymnasium equipment (multi-purpose weight machine, free weight set, weight rack, stationary exercise bicycles, rowing machines, squat racks and boxing stations) and outdoor basketball sets.

78. Annex III presents a generic sample of small, medium, and large missions with indicative numbers of locations and of personnel deployed in each location. Using these figures and the indicative costs presented in annexes I and II, the table shows the estimated costs per mission to establish minimum standards of welfare and recreation under the assumption that no welfare and recreation programmes or facilities exist in the mission.

79. According to annex III, the cost of establishing minimum-standard welfare and recreation facilities for a small mission with four locations and 300 personnel is approximately $700,000. This includes $83,000 and $86,500 for gymnasium and lounge/library items and $299,600 and $230,900 for the construction of facilities, including maintenance and freight costs. On the other end of the spectrum, the start-up cost for a large mission, comprising 2,800 international non-contingent personnel deployed at 20 locations, is approximately $3,763,400. This cost reflects an estimated $493,900 and $468,500 for gymnasium and lounge/library items and $1,587,800 and $1,213,200 for the construction of facilities.

80. Under the proposed minimum standards, the requested provisions for welfare and recreation in peacekeeping operations and special political missions (see para. 11 above) would be submitted with full justification of requirements for review and approval by the General Assembly in the context of each mission's budget submission. It should be noted that annex III represents one-time start-up costs for a newly established mission or an existing mission that has not yet been provided with resources to establish such facilities. In recognition of the standard lifespan of most gymnasium and lounge/library equipment, provisions could be requested for the replacement of equipment and furnishings every five to seven years. Such resources would support a continued minimum welfare and recreation programme as well as facility maintenance costs. These provisions would be subject to approval by the General Assembly in the context of each mission's proposed budget.

81. It is assumed that missions would defray costs by purchasing supplies locally, when possible, and obtaining equipment from liquidating missions. Some missions could use facilities as a lounge/library during the evening hours and for other purposes during working hours. Missions may also choose to rent facilities in cases where it is more cost-effective than erecting new ones.

82. Additionally, missions may choose to engage the services of contractors or concessionaires who would bear part of the costs associated with the establishment, maintenance and running of a café or wet bar in the lounge/library facility in return for a proportion of the income generated. The income generated by commissaries would continue to be used to absorb some of the recurrent welfare and recreation costs.

VI. Conclusion

83. Strengthened welfare programmes will add to the well-being of all personnel and enhance the morale and efficiency of peacekeepers. A minimum standard of welfare and recreation throughout missions will promote adherence to codes of conduct and discipline by alleviating adverse conditions. It will also help to reduce the level of staff turnover and foster a shared sense of purpose among the personnel serving the United Nations.

VII. Actions to be taken by the General Assembly at its sixty-third session

84. **The General Assembly may wish:**

(a) To take note of the measures taken by the Secretariat as part of its continuing effort to improve the welfare of all categories of peacekeeping personnel, as described in paragraphs 40 to 58 of the present report;

(b) To approve the establishment of minimum welfare and recreation standards as described in paragraphs 62 to 82 of the present report;

(c) To request the Secretary-General to include in future individual budgets for peacekeeping operations and special political missions, as defined in paragraph 11 above, specific proposals to improve welfare and recreation arrangements for international non-contingent personnel serving in those operations.

Annex I.A

Estimated cost of gymnasium items

(United States dollars)

			Number of international non-contingent personnel									
			5-24 (mini package)		*25-49 (mini plus package)*		*50-99 (basic package)*		*100-199 (basic plus package)*		*200 or more (full package)*	
Serial No.	*Item*	*Unit price*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*
1	Basketball set	300.00	0	0.00	0	0.00	0	0.00	1	300.00	2	600.00
2	Volleyball set	300.00	1	300.00	1	300.00	2	600.00	3	900.00	5	1 500.00
3	Badminton set	100.00	1	100.00	1	100.00	2	200.00	3	300.00	5	500.00
4	Wall mirrors	150.00	0	0.00	0	0.00	0	0.00	4	600.00	12	1 800.00
5	Dumbbell set	800.00	0	0.00	1	800.00	1	800.00	2	1 600.00	4	3 200.00
6	Free weight set	1 000.00	0	0.00	1	1 000.00	1	1 000.00	2	2 000.00	4	4 000.00
7	Curling bar	50.00	0	0.00	1	50.00	1	50.00	2	100.00	4	200.00
8	Multi-purpose weight machine	4 000.00	0	0.00	0	0.00	1	4 000.00	1	4 000.00	2	8 000.00
9	Lifting bench, incline (set)	200.00	0	0.00	1	200.00	2	400.00	3	600.00	4	800.00
10	Weight rack	1 000.00	0	0.00	0	0.00	0	0.00	1	1 000.00	2	2 000.00
11	Stationary exercise bicycle	750.00	0	0.00	0	0.00	0	0.00	4	3 000.00	8	6 000.00
12	Rowing machine	750.00	0	0.00	0	0.00	0	0.00	3	2 250.00	6	4 500.00
13	Squat rack	750.00	0	0.00	0	0.00	0	0.00	1	750.00	2	1 500.00
14	Rubber floor mats (set)	1 000.00	0	0.00	1	1 000.00	2	2 000.00	4	4 000.00	8	8 000.00
15	Soccer ball set	100.00	1	100.00	1	100.00	2	200.00	3	300.00	4	400.00
16	Exercise mats	75.00	5	375.00	10	750.00	15	1 125.00	20	1 500.00	30	2 250.00
17	Step blocks	65.00	5	325.00	10	650.00	15	975.00	20	1 300.00	30	1 950.00
18	Jump rope	25.00	5	125.00	10	250.00	15	375.00	20	500.00	30	750.00
19	Boxing station	500.00	0	0.00	0	0.00	1	500.00	2	1 000.00	4	2 000.00
20	Bicycle	200.00	0	0.00	0	0.00	0	0.00	10	2 000.00	20	4 000.00
21	Football (American)	25.00	1	25.00	2	50.00	3	75.00	4	100.00	5	125.00
22	Rugby ball	25.00	1	25.00	2	50.00	3	75.00	4	100.00	5	125.00
23	Frisbee	10.00	2	20.00	2	20.00	4	40.00	6	60.00	8	80.00
24	Water cooler	400.00	1	400.00	2	800.00	3	1 200.00	4	1 600.00	6	2 400.00
25	Refrigerator 140 l	300.00	1	300.00	1	300.00	2	600.00	2	600.00	4	1 200.00

			Number of international non-contingent personnel									
			5-24 (mini package)		25-49 (mini plus package)		50-99 (basic package)		100-199 (basic plus package)		200 or more (full package)	
Serial No.	*Item*	*Unit price*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*
26	Refrigerator 300 l	500.00	0	0.00	1	500.00	1	500.00	2	1 000.00	4	2 000.00
27	Pump-up pool	500.00	0	0.00	1	500.00	2	1 000.00	3	1 500.00	4	2 000.00
	Total item cost			**2 095.00**		**7 420.00**		**15 715.00**		**32 960.00**		**61 880.00**
	Initial freight charges (15 per cent of total item cost)			314.25		1 113.00		2 357.25		4 944.00		9 282.00
	Maintenance cost (10 per cent of total item cost)			209.50		742.00		1 571.50		3 296.00		6 188.00
	Total cost			**2 618.75**		**9 275.00**		**19 643.75**		**41 200.00**		**83 538.00**

Notes

1. A "set" includes all accessories required to use the item.
2. Notwithstanding the significant number of international non-contingent personnel deployed in some areas, it is envisioned that each mission location would qualify for no more than one "full" welfare and recreation package, except under circumstances that would be reviewed on a per-case basis as part of the budgetary process and submitted to the General Assembly for its approval.
3. Maintenance cost includes repair and replenishment of items. Maintenance cost and freight charges only represent the first year; subsequent years are not covered in this budget.

Annex I.B

Estimated cost of lounge/library items

(United States dollars)

			Number of international non-contingent personnel									
			5-24 (mini package)		*25-49 (mini plus package)*		*50-99 (basic package)*		*100-199 (basic plus package)*		*200 or more (full package)*	
Serial No.	*Item*	*Unit price*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*
1	**Sofa**	1 000.00	1	1 000.00	1	1 000.00	2	2 000.00	3	3 000.00	4	4 000.00
2	**Sofa chair**	500.00	1	500.00	1	500.00	2	1 000.00	4	2 000.00	6	3 000.00
3	**Chairs and table**	250.00	1	250.00	2	500.00	4	1 000.00	6	1 500.00	8	2 000.00
4	**Pool table (set)**	2 000.00	0	0.00	0	0.00	0	0.00	1	2 000.00	2	4 000.00
5	**Playing cards/poker set**	25.00	1	25.00	2	50.00	4	100.00	8	200.00	18	450.00
6	**Wet bar**	1 000.00	0	0.00	1	1 000.00	1	1 000.00	2	2 000.00	3	3 000.00
7	**Board games**	100.00	1	100.00	2	200.00	4	400.00	8	800.00	18	1 800.00
8	**Flat-screen television**	1 500.00	1	1 500.00	1	1 500.00	1	1 500.00	3	4 500.00	4	6 000.00
9	**DVD player**	400.00	0	0.00	0	0.00	1	400.00	2	800.00	3	1 200.00
10	**Bar stools (six-unit set)**	600.00	0	0.00	1	600.00	2	1 200.00	4	2 400.00	6	3 600.00
11	**Gas cooker (four burners)**	500.00	1	500.00	1	500.00	1	500.00	2	1 000.00	3	1 500.00
12	**Small freezer**	500.00	0	0.00	0	0.00	1	500.00	2	1 000.00	3	1 500.00
13	Microwave	200.00	1	200.00	1	200.00	2	400.00	3	600.00	4	800.00
14	Digital projector	600.00	0	0.00	0	0.00	1	600.00	2	1 200.00	2	1 200.00
15	Dart board	150.00	1	150.00	1	150.00	2	300.00	2	300.00	2	300.00
16	Table tennis set	600.00	0	0.00	0	0.00	1	600.00	1	600.00	1	600.00
17	Crockery/cutlery/knives set	250.00	1	250.00	1	250.00	1	250.00	2	500.00	3	750.00
18	Satellite television	500.00	1	500.00	1	500.00	2	1 000.00	3	1 500.00	4	2 000.00
19	Beverage refrigerator	500.00	0	0.00	0	0.00	1	500.00	2	1 000.00	4	2 000.00
20	Coffee machine/tea urn	75.00	2	150.00	4	300.00	6	450.00	8	600.00	10	750.00
21	Barbecue	400.00	1	400.00	1	400.00	2	800.00	3	1 200.00	5	2 000.00
22	Picnic table	100.00	1	100.00	2	200.00	4	400.00	6	600.00	10	1 000.00
23	Bookcase	100.00	2	200.00	3	300.00	4	400.00	6	600.00	10	1 000.00
24	Storage cabinet	100.00	1	100.00	2	200.00	3	300.00	5	500.00	9	900.00

Serial No.	Item	Unit price	Number of international non-contingent personnel: 5-24 (mini package) Quantity	Cost	25-49 (mini plus package) Quantity	Cost	50-99 (basic package) Quantity	Cost	100-199 (basic plus package) Quantity	Cost	200 or more (full package) Quantity	Cost
25	Grilling utensils, pots, etc.	200.00	1	200.00	1	200.00	2	400.00	3	600.00	6	1 200.00
	Total item cost			**6 125.00**		**8 550.00**		**16 000.00**		**31 000.00**		**46 550.00**
	Initial freight charges (15 per cent of total item cost)			918.75		1 282.50		2 400.00		4 650.00		6 982.50
	Maintenance cost (10 per cent of total item cost)			612.50		855.00		1 600.00		3 100.00		4 655.00
	Total cost			**7 656.25**		**10 687.50**		**20 000.00**		**38 750.00**		**58 187.50**

Notes

1. A "set" includes all accessories required to use the item.
2. Notwithstanding the significant number of international non-contingent personnel deployed in some areas, it is envisioned that each mission location would qualify for no more than one "full" welfare and recreation package, except under circumstances that would be reviewed on a per-case basis as part of the budgetary process and submitted to the General Assembly for its approval.
3. Maintenance cost includes repair and replenishment of items. Maintenance cost and freight charges only represent the first year; subsequent years are not covered in this budget.

Annex II.A

Estimated cost of constructing gymnasium facilities

(United States dollars)

		Number of international non-contingent personnel									
		5-24 (mini package)		*25-49 (mini plus package)*		*50-99 (basic package)*		*100-199 (basic plus package)*		*200 or more (full package)*	
Item	*Unit price*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*	*Quantity*	*Cost*
Prefabricated accommodation units											
Single module	7 800.00	1	7 800.00	0	0.00	0	0.00	0	0.00	0	0.00
Triple module	21 900.00	0	0.00	1	21 900.00	1	21 900.00	2	43 800.00	3	65 700.00
Prefabricated ablution units											
3 metres	7 000.00	1	7 000.00	1	7 000.00	1	7 000.00	0	0.00	0	0.00
6 metres	15 000.00	0	0.00	0	0.00	0	0.00	2	30 000.00	2	30 000.00
Generators											
20 kVA	15 200.00	1	15 200.00	1	15 200.00	0	0.00	0	0.00	0	0.00
50 kVA	19 800.00	0	0.00	0	0.00	1	19 800.00	0	0.00	0	0.00
75 kVA	20 800.00	0	0.00	0	0.00	0	0.00	1	20 800.00	1	20 800.00
Total item cost			**30 000.00**		**44 100.00**		**48 700.00**		**94 600.00**		**116 500.00**
Initial freight charges (15 per cent of item cost)			4 500.00		6 615.00		7 305.00		14 190.00		17 475.00
Construction (20 per cent of item cost)			6 000.00		8 820.00		9 740.00		18 920.00		23 300.00
Total cost			**40 500.00**		**59 535.00**		**65 745.00**		**127 710.00**		**157 275.00**

Notes

1. Ablution units and generators may be excluded if already available. Generator costs are based on the United Nations Headquarters systems contract.
2. This table covers a gymnasium, ablution facilities and generators. It does not cover changing rooms or office or storage space. In addition, locations in which 25 or more non-contingent international personnel reside will have separate ablution facilities/changing rooms for men and women.
3. Notwithstanding the significant number of international non-contingent personnel deployed in some areas, it is envisioned that each mission location would qualify for no more than one "full" welfare and recreation package, except under circumstances that would be reviewed on a per-case basis as part of the budgetary process and submitted to the General Assembly for its approval.

Annex II.B

Estimated cost of constructing lounge/library facilities

(United States dollars)

Item	Unit price	Number of international non-contingent personnel: 5-24 (mini package) Quantity	Cost	25-49 (mini plus package) Quantity	Cost	50-99 (basic package) Quantity	Cost	100-199 (basic plus package) Quantity	Cost	200 or more (full package) Quantity	Cost
Prefabricated accommodation units											
Single module	7 800.00	1	7 800.00	0	0.00	0	0.00	0	0.00	0	0.00
Triple module	21 900.00	0	0.00	1	21 900.00	1	21 900.00	2	43 800.00	3	65 700.00
Generators											
20 kVA	15 200.00	1	15 200.00	1	15 200.00	0	0.00	0	0.00	0	0.00
50 kVA	19 800.00	0	0.00	0	0.00	1	19 800.00	0	0.00	0	0.00
75 kVA	20 800.00	0	0.00	0	0.00	0	0.00	1	20 800.00	1	20 800.00
Total item cost			**23 000.00**		**37 100.00**		**41 700.00**		**64 600.00**		**86 500.00**
Initial freight charges (15 per cent of item cost)			3 450.00		5 565.00		6 255.00		9 690.00		12 975.00
Construction (20 per cent of item cost)			4 600.00		7 420.00		8 340.00		12 920.00		17 300.00
Total cost			**31 050.00**		**50 085.00**		**56 295.00**		**87 210.00**		**116 775.00**

Notes

1. Generators may be excluded if already available. Generator costs are based on the United Nations Headquarters systems contract.
2. This table covers a lounge/library area and generators. It does not cover ablution facilities or separate space for a library, office or storage space.
3. Notwithstanding the significant number of international non-contingent personnel deployed in some areas, it is envisioned that each mission location would qualify for no more than one "full" welfare and recreation package, except under circumstances that would be reviewed on a per-case basis as part of the budgetary process and submitted to the General Assembly for its approval.

Annex III

Estimated cost of minimum welfare and recreation packages for missions of different sizes

(United States dollars)

A. Small mission

Location	*No. of personnel*	*Type of package*	*Cost of acquisition of gym items*	*Cost of construction of gym facility*	*Cost of acquisition of lounge/library items*	*Cost of construction of lounge/library facility*	*Total cost per location*
A	130	Basic plus	41 200	127 700	38 800	87 200	294 900
B	70	Basic	19 600	65 700	20 000	56 300	161 600
C	20	Mini	2 600	40 500	7 700	31 100	81 900
D	80	Basic	19 600	65 700	20 000	56 300	161 600
Total	**300**		**83 000**	**299 600**	**86 500**	**230 900**	**700 000**

B. Medium mission

Location	*No. of personnel*	*Type of package*	*Cost of acquisition of gym items*	*Cost of construction of gym facility*	*Cost of acquisition of lounge/library items*	*Cost of construction of lounge/library facility*	*Total cost per location*
A	1 200	Full	83 500	157 300	58 200	116 800	415 800
B	60	Basic	19 600	65 700	20 000	56 300	161 600
C	40	Mini plus	9 300	59 500	10 700	50 100	129 600
D	50	Basic	19 600	65 700	20 000	56 300	161 600
E	70	Basic	19 600	65 700	20 000	56 300	161 600
F	30	Mini plus	9 300	59 500	10 700	50 100	129 600
G	75	Basic	19 600	65 700	20 000	56 300	161 600
H	30	Mini plus	9 300	59 500	10 700	50 100	129 600
I	35	Mini plus	9 300	59 500	10 700	50 100	129 600
J	10	Mini	2 600	40 500	7 700	31 100	81 900
Total	**1 600**		**201 700**	**698 600**	**188 700**	**573 500**	**1 662 500**

C. Large mission

Location	*No. of personnel*	*Type of package*	*Cost of acquisition of gym items*	*Cost of construction of gym facility*	*Cost of acquisition of lounge/library items*	*Cost of construction of lounge/library facility*	*Total cost per location*
A	20	Mini	2 600	40 500	7 700	31 100	81 900
B	90	Basic	19 600	65 700	20 000	56 300	161 600
C	150	Basic plus	41 200	127 700	38 800	87 200	294 900
D	190	Basic plus	41 200	127 700	38 800	87 200	294 900
E	15	Mini	2 600	40 500	7 700	31 100	81 900

Location	*No. of personnel*	*Type of package*	*Cost of acquisition of gym items*	*Cost of construction of gym facility*	*Cost of acquisition of lounge/library items*	*Cost of construction of lounge/library facility*	*Total cost per location*
F	75	Basic	19 600	65 700	20 000	56 300	161 600
G	300	Full	83 500	157 300	58 200	116 800	415 800
H	90	Basic	19 600	65 700	20 000	56 300	161 600
I	20	Mini	2 600	40 500	7 700	31 100	81 900
J	75	Basic	19 600	65 700	20 000	56 300	161 600
K	15	Mini	2 600	40 500	7 700	31 100	81 900
L	20	Mini	2 600	40 500	7 700	31 100	81 900
M	1 200	Full	83 500	157 300	58 200	116 800	415 800
N	120	Basic plus	41 200	127 700	38 800	87 200	294 900
O	90	Basic	19 600	65 700	20 000	56 300	161 600
P	20	Mini	2 600	40 500	7 700	31 100	81 900
Q	50	Basic	19 600	65 700	20 000	56 300	161 600
R	40	Mini plus	9 300	59 500	10 700	50 100	129 600
S	140	Basic plus	41 200	127 700	38 800	87 200	294 900
T	80	Basic	19 600	65 700	20 000	56 300	161 600
Total	**2 800**		**493 900**	**1 587 800**	**468 500**	**1 213 200**	**3 763 400**

Notes

1. The table represents one-time acquisition and start-up costs for a newly established mission or an existing mission that has not yet been provided with resources to establish such facilities. Estimates for the construction of gym and lounge/library facilities may be excluded if the facilities already exist.
2. The table is based on estimates of the number of international non-contingent personnel deployed in various locations in sample small, medium and large missions.
3. Notwithstanding the significant number of international non-contingent personnel deployed in some areas, it is envisioned that each mission location would qualify for no more than one "full" welfare and recreation package, except under circumstances that would be reviewed on a per-case basis as part of the budgetary process and submitted to the General Assembly for its approval.
4. Estimates for acquisition of gym and lounge/library items include initial freight charges and maintenance costs (involving repair or replenishment items). Maintenance costs only represent the first year; subsequent years are not covered in this estimate.
5. Estimates for the construction of gym and lounge/library facilities include freight and construction costs.
6. All cost estimates have been taken from annexes I and II above.